

President Board Report: March 15, 2018

Good evening!

We have been talking about the combined functions of leadership and nominating for quite a while and have been sharing information with the Board fairly regularly. I regard the Leadership group as a special committee that contains the same members as the nominating committee. Jim Rosenthal has reported about the functions of nomination and leadership in his monthly report to the Board. We are going to present more information tonight. If the Board would like to have an additional meeting in a couple of weeks to have time to review the ideas and amendments being presented, then we can decide on that tonight.

Jim has met with the Board to share the direction of the group as well. The purpose is to continue to grow Temple Leadership, which goes hand in hand with nominating people to the Board and to ensure that they are prepared. I know we have conveyed this sentiment.

The Constitution and Bylaws allow for the President in consultation with the Board to appoint a special committee as the need arises. The Board has been informed about this committee through Jim's written reports to the Board, Jim's in person discussion with the Board at meetings, and in my President Reports. Leadership is a special committee that works in tandem with the nominating process. The Board has been informed each month about the progress about nominations and leadership development. Leadership development is key to sustaining a solid group of Board members who will continue to work in tandem with the congregation and rabbi.

Everything we are doing is for the sustainability of our Temple and congregation. We have everyone's best interest at the core of all we do.

We have participated in URJ Leadership Webinars, attended leadership conferences, and brought in a URJ facilitator last May, Jim Cherney to assist the Board in identifying its goals. We meet once or twice a month to identify core processes in order to develop an authentic program that will offer support for our congregants and that will keep our Temple vibrant and in touch with the realities of the day. We have submitted grants to the Jewish Federation of Greater El Paso, and with those funds we have brought in phenomenal cultural and educational programming that has reached out to non-affiliated Jews in our community as well as reached out to the community-at-large.

What we are trying to accomplish is in the best interests of Temple Beth-El. As your President, I give of myself completely, no holds barred. What we are trying to accomplish is very much above board and sincere. If there is something we need to remedy, please contact me and we can discuss it. I appreciate you all and value your input and dedication to Temple Beth-El and to this Board.

The information below is a collection of information from my Board Reports for the past eight months that show that we very clearly explained the integration of the Nominating Committee with the Leadership Development program. The Board had every opportunity during this time to inquire about this program.

Excerpts from Past President Board Reports:

February 2018 Board Report:

Our Leadership group is still making progress, and is basically merged with the Nominating Committee. We are working towards inviting people to be on the Board to replace our members who are stepping down.

January 2018 Board Report:

Our Leadership group is working diligently to create a meaningful program that will help new Board members, Committee Chairs, and potential leaders to absorb the significance of being a leader in Temple Beth-El. We'll be reviewing the Emerging Leaders modules developed by URJ's Strengthening Congregations division, and will incorporate the experiences of our own leaders, in order to share that knowledge with members who are potential leaders in our community.

December 2017 Board Report:

We have established a leadership development training program to encourage congregants to become more involved in leadership opportunities. Under the facilitation of Jim Rosenthal, we are in the process of working together to develop a program that will reach out to the Temple community and encourage members to value becoming a TBE leader. This group is an ad hoc part of the Nominating Committee, and will help develop and support leaders for TBE now and in the future. Several Board members have stepped up to join this program—Pearie Bruder, Michael Mandel, Sue Brown, Jeff Brown, the Rabbi, and me. We have met three times. This group will set the tone for leadership and governance into the future. Our next meeting is on Sunday, December 17, at 5:00 pm, at my house, after the Six-Day War Film here at Temple.

November 2017 Board Report:

We have established a leadership development training program to encourage congregants to become more involved in leadership opportunities. Under the facilitation of Jim Rosenthal, we are in the process of working together to develop a program that will reach out to the Temple community and encourage members to value becoming a TBE leader. This group is an ad hoc part of the Nominating Committee, and will help develop and support leaders for TBE now and in the future. Several Board members have stepped up to join this program—Pearie Bruder, Michael Mandel, Sue Brown, Jeff Brown, the Rabbi, and me. We have met twice and plan to meet again next Monday. This group will set the tone for leadership and governance into the future.

October 2017 Board Report:

We will facilitate a leadership development training program to encourage congregants to become more involved in leadership opportunities—Jim Rosenthal, the Rabbi, and I are working on this. Jim is here to speak about this. We need some of you to participate in our new Leadership Development group, and ad hoc part of the Nominating Committee, which will help develop and support leaders for TBE now and in the future. We need you to step up and join this program, which will meet periodically and will also set the tone for leadership and governance into the future.

September 2017 Board Report:

We will facilitate a leadership development training program to encourage congregants to become more involved in leadership opportunities—Jim Rosenthal, the Rabbi, and I are working on this. Jim has written a letter that he plans to send you asking for some of you to participate in our new Leadership Development/Nominating Committee, which will help develop and support leaders for

TBE now and in the future. We need some of you to step up and join this program, which will meet periodically and will also set the tone for leadership and governance into the future.

August 2017 Board Report:

Update on our May 7 Board Training: Board Goals

At our May 7 Board Training facilitated by URJ trainer Jim Cherney, we took the day to do some needed self-reflection through engaging in a variety of activities and discussions. Jim helped us to establish important goals and an action plan for this coming year. At the training, the Board said they would be committed to accomplish the following: 1) We will assist the Rabbi in establishing an administrative task force; 2) **We will share personal stories and Board profiles in the Adelante that we hope will encourage congregants to become involved in leadership roles;** 3) **We will facilitate a leadership development training program to encourage congregants to become more involved in leadership opportunities;** 4) **We will develop a plan to recognize and thank our Temple volunteers and our members in general (in addition to the FestivUS event);** 5) We will establish focus groups to discuss people's concerns; and 6) We will adopt a Board Covenant or Brit Avodah to clarify expectations and responsibilities of Board members.

Jim Rosenthal, the Rabbi, and I will be meeting in about a week to discuss the initiation of our leadership development training program.

July 2017 Board Report:

May 7 Board Training: Board Goals

At our May 7 Board Training facilitated by URJ trainer Jim Cherney, we took the day to do some needed self-reflection through engaging in a variety of activities and discussions. Jim helped us to establish important goals and an action plan for this coming year. At the training, the Board said they would be committed to accomplish the following: 1) We will assist the Rabbi in establishing an administrative task force; 2) We will share personal stories and Board profiles in the Adelante that we hope will encourage congregants to become involved in leadership roles; 3) We will facilitate a leadership development training program to encourage congregants to become more involved in leadership opportunities; 4) We will develop a plan to recognize and thank our Temple volunteers and our members in general (in addition to the FestivUS event); 5) We will establish focus groups to discuss people's concerns; and 6) We will adopt a Board Covenant or Brit Avodah to clarify expectations and responsibilities of Board members.